

## Attachment A: Examples of Potential Outcomes Related to Equity Drivers

Notes: This attachment is a reference for answering Question 2 in the application. This attachment lists examples of outcomes that could be positively impacted by projects. However, project proposals should identify outcomes that are most relevant for their community, even if those outcomes are not on this list of examples.

In addition to being available for the city of Seattle as a whole, many of the following outcome measures are also available by race/ethnicity and/or by neighborhood.

### Equity Driver D1: Advance economic mobility and opportunity.

**Effective Education:** Close racial disparities in educational success and attainment at all levels from Pre-K through post-secondary.

- Percentage of beginning kindergarteners who demonstrate kindergarten readiness in the domains of social emotional, physical, language, cognitive, literacy, and math. *Source: Office of Superintendent of Public Instruction (OSPI) – WaKIDS*
- Percentage of public school students (e.g., in grade 3 or grade 8) meeting or exceeding grade-level proficiency standard in reading; in math. *Source: OSPI*
- Percentage of public high school students who graduated on time (within in four years). *Source: OSPI*
- Percentage of K-12 public school students in high-poverty schools. *Source: OSPI; or Percentage of all students who are in Poverty, Source: US Census Bureau American Community Survey (ACS)*
- GreatSchools Summary Rating for public elementary schools (index combining ratings based on test scores, progress, and equity (the latter looking at the performance of disadvantaged groups and relative size of in-school gaps). *Source: www.greatschools.org*
- Education Equality Index, which measures performance of students from low-income families at a given school compared to other students from low-income families and compared to all students nationally. *Source: GreatSchools and Education Cities collaboration*
- Percentage of population 25 years or older with an Associate’s degree; with a Bachelor’s degree or above. *Source: ACS*
- Percentage of 16- to 24- year-olds working or in school. *Source: ACS*

**Financial Security:** Close racial disparities in employment, wages, and job sectors

- **Good Jobs**
- **Effective Training**
- **Open Doors**

- Increase in number of jobs. *Source: Puget Sound Reginal Council (PSRC)*
- Percentage of the population whose income is below 200 percent of poverty level. *Source: ACS*
- Percentage of the civilian workforce age 25 or older who are unemployed. *Source: ACS*
- Percentage of jobs providing earnings of \$XX,XXX or more by month by workers’ place of residence (or place of work). *Source: Longitudinal Employer-Household Dynamics (LEHD) OnTheMap*
- Median earnings of workers by workers’ place of residence (or by workers’ place of work). *Source: ACS*
- Median earnings for residents who are self-employed (not available by race/ethnicity). *Source: ACS*
- Percent of adults ages 25 to 64 who were working full-time and living below 200 percent of the poverty level. *Sources: Policy Link Equity Atlas (ACS IPUMS)*
- Poverty rate among families with one or more workers. *Source: ACS*
- Percentage of persons living in high-poverty neighborhoods. *Sources: PolicyLink National Equity Atlas, ACS, Geolytics*
- Median household income. *Source: ACS*
- Inequality in household income distribution. *Sources: ACS; or PolicyLink National Equity Atlas (ACS IPUMS)*

**Wealth:** Close racial disparities in access to wealth

- **Equitable Homeownership**

- Homeownership rates by race/ethnicity. *Source: ACS*
- Percentage of homeowners who are cost burdened, or severely cost burdened, by race/ethnicity. *Source: ACS*

## Equity Driver D1 (continued)

### Strong Local Economy: Close racial disparities in business success

#### ▪ **Strong Small Businesses**

- Firms owned in Seattle by race/ethnicity of business owner by total sales or by payroll. *Source: Survey of Business Owners and Self-Employed Persons (not available by neighborhood)*
- Percentage change in number of active businesses and number of businesses with at least \$100,000 in gross receipts (not available by race/ethnicity). *Source: City of Seattle Business License Tax Certificate Database*
- Retention of neighborhood businesses created before a certain year. *Source: City of Seattle Business Licenses*
- Number of businesses in target/high demand/middle-wage paying industry(ies), and their taxable business revenue. *Source: City of Seattle Business License Tax Certificate Database*
- Increase or stabilize number of culturally relevant retail and service establishments [Data availability not established. Likely to require community-level data collection.]
- Indicators of community financial institution deposits or commercial loans to small businesses [Data availability not established.]

## Equity Driver D2: Prevent residential, commercial, and cultural displacement.

### Prevent Residential Displacement:

- **Manage Growth**
- **Prevent Loss**
- **Create Affordable Housing**
- **Mitigate Increased Costs**

- Percentages of low and moderate-income renter and/or owner households who are housing-cost burdened (paying more than 30% of income for rent); who are severely housing-cost burdened (paying more than 50% of income for rent). *Source: ACS (CHAS special tabulation)*
- Number of affordable and available housing units per 100 low-income renter households. *Source: ACS CHAS. (See City of Seattle Comprehensive Plan Housing Appendix.)*
- Increase in supply of affordable, income-restricted housing units. *Source: City of Seattle Office of Housing.*
- Percentages of family-sized rental units that are affordable to low- and moderate-income families. *Sources: City of Seattle Office of Housing; Office of Planning & Community Development*
- Reduction of disparities by race in ownership rates and housing cost burdens. *Source: ACS, ACS CHAS.*
- Indicators associated with Housing Choice Vouchers, (e.g., ratio of registrations for waitlist lottery to number of waitlist slots; numbers of households with vouchers and shares of participants “porting into” or “porting out of” Seattle. *Source: HUD, Seattle Housing Authority (SHA)*
- Percentage of occupied housing units with occupant over-crowding. *Source: ACS*
- Mortgage lending type by area or by race/ethnicity. *Source: HUD-User, Home Mortgage Disclosure Act (HMDA) data*
- Foreclosure risk. *Sources: Local Initiatives Support Corporation (but may be defunct), various other sources.*

### Prevent Commercial Displacement:

- **Manage Growth**
- **Prevent Loss**
- **Create Affordable Commercial Space**
- **Access to Capital**
- **Mitigate Increased Costs**

- Percentage change in the number of business establishments and jobs by Zipcode. *Source: County Business Patterns*
- [Additional research and analysis needed to identify other examples.]

## Equity Driver D2 (continued)

### Prevent Community Displacement:

- **Manage Growth**
- **Prevent Loss** – equitably distribute burdens and benefits of rising rents, demolition and redevelopment so that these key components of an intact community are not diminished, displaced or disrupted:
  - **Community Anchors**
  - **Culturally Appropriate Goods and Services**
  - **Cultural Business Districts**
  - **Social Networks**

In addition to other indicators for Equity Driver D2:

- Numbers and percentage of businesses in Seattle owned by persons of color, disaggregated by race/ethnicity. *Source: U.S. Census Survey of Business Owners*
- Jobs by race and ethnicity, *Source: Equal Employment Opportunity (EEO) Tabulation (5-year ACS data)*
- Trends by Census Tract in percentages and numbers of residents by race/ethnicity (within Seattle and in surrounding areas). *Source: Decennial Census, ACS*
- Percentage of persons age 5 and older who speak language other than English at home. *Source: ACS*
- Survey responses regarding likelihood of households, and culturally-relevant businesses and community institutions, to remain in Seattle. *Source: City of Seattle's Race and Social Justice Initiative Community Survey (conducted every other year)*

## Equity Driver D3: Build on local cultural assets.

### Intact Communities: Close racial disparities of neighborhood completeness

- Improve access to community center programs for immigrants, refugees, and communities of color [Data availability not established.]
- Communities of color are represented in the City's outreach activities [Data availability not established]

### Community Character: Close racial disparities of the impacts of neighborhood change

- Number of public events celebrating social and cultural diversity. *Source: STAR Communities [Data availability not established.]*
- Artists of color and arts and cultural organizations led by people of color have equitable access to funding and other opportunities to develop, present and sustain their work. [Data availability not established]

### Cultural Anchors & Networks: Equitably distribute resources to those cultural anchors that sustain community identity (such as arts institutions, etc.) and close racial disparities of the impacts of neighborhood change

- Cultural space density by neighborhood. *Source: SpaceLab NW*
- Cultural space average stability index by neighborhood. *Source: SpaceLab NW*
- Residents living within 1 mile of a community venue that is open to the public and offers free services and/or events for residents. *Source: STAR Communities [Data availability not established.]*

### Self-Determination: Close racial disparities of which communities have the ability to influence City policies, programs and investments

- Percentage of voters participating in local elections. *Source: STAR Communities [Data availability not established.]*
- Appointments to local advisory boards and commissions by race and ethnicity. *Source: STAR Communities [Data availability not established.]*

## Equity Driver D4: Promote transportation mobility and connectivity.

### Complete Networks: Close racial disparities in transportation commute times

- Average travel time to work by race/ethnicity. *Source: Policy Link National Equity Atlas (ACS IPUMS)*
- Number of jobs accessible in 30 minutes by transit. *Source: PSRC*
- Number of daily unique transit trips within a quarter-mile walking distance of a location. *Source: King County Metro*
- Proportion of working residents with 30 minutes or longer commute. *Source: ACS*
- Walking distance to a current or future Link light rail station. *Source: Sound Transit*
- Share of transit-dependent households or persons who live within walking distance of transit service meeting criteria for frequency, hours of day, and days of week. *Sources: ACS, and various transit and transportation planning agencies. (Note: Federal Transit Administration has a definition for transit dependent populations.)*

### Affordable Transportation: Close racial disparities in transportation costs

- Low transportation cost index: transportation costs for a three-person, single parent family with income at 50% of the AMI. *Source: Location Affordability Index (LAI) data*
- Transportation costs as a percentage of income. *Source: Center for Neighborhood Technology*
- Transportation costs for affordable housing residents. *Source: Office of Housing (OH) Asset Management resident survey*
- The cost of the average transit fare by tract. *Source: PSRC*

## Equity Driver D5: Develop healthy and safe neighborhoods.

### Decent Housing: Close racial disparities in housing discrimination, quality, and insecurity.

- Housing cost burden by race/ethnicity. *Sources: HUD, ACS*
- Home ownership by race/ethnicity. *Source: PolicyLink National Equity Atlas (ACS IPUMS)*
- Number of existing rental units available that are affordable to households with incomes at 60% and below median household income compared to households with income at that level. *Source: ACS CHAS*
- Percentage of residents paying less than 50% of their income for housing

### Healthy Food: Close racial disparities in cost and availability of basic foods

- Adults experiencing food hardship by race/ethnicity. *Source: Communities Count (not available at neighborhood level)*
- Walking distance to a location that sells produce. *Sources: ReferenceUSA, Washington State Farmers Market Association*
- Number of farmers markets that accept WIC/Senior Farmers Market Nutrition Vouchers and EBT in the neighborhood. *Source: data.seattle.gov*
- Retail Food Index: ratio of fast food restaurants and convenience stores divided by the number of supermarkets, small grocers and produce vendors. *Source: Public Health Seattle & King County (PHSKC) (not continuously measured)*
- Percent of tract that is within a food desert. *Source: PSRC*
- Percentage of students accessing free and reduced-price lunch at schools. *Source: SPS*

### Safe Neighborhoods: Close disparities of accidents, crime and emergency response times

- Percentage of residents expressing confidence in police officers to treat blacks and whites equally. *Source: Race and Social Justice Initiative (RSJI) Community Phone Survey*
- Percentage reporting having been questioned by the police, charged, or arrested when they had not committed a crime, by race. *Source: RSJI Community Survey*
- FBI Index Crime Rate: number of serious crimes per 100,000 persons. *Source: WA State Uniform Crime Report*
- 911 crime related calls per 1,000 residents. *Source: Seattle Police Department*

## Equity Driver D5 (Continued)

**Healthy Environments:** Close racial disparities in population and neighborhood health indicators

- Acres of open space per 100 residents. *Source: Office of Sustainability & Environment*
- Number of residents within ¼ mile of a park. *Source: Office of Sustainability & Environment*
- Percent of all People Without Health Insurance. *Source: ACS, 2015 5-Year*
- Percentage of adults age 18 and older with diagnosed diabetes. *Source: Behavioral Risk Factor Surveillance System (BRFSS) data from the Centers for Disease Control and Prevention (CDC)*
- Percentage of adults age 18 and older who are obese. *Source: BRFSS data from CDC*
- Percentage of adults age 18 and older who currently have asthma. *Source: BRFSS data from CDC provided in The 500 Cities Project*
- Traffic Exposure Score. *Source: United States Environmental Protection Agency (EPA), EJSCREEN 2016*

## Equity Driver D6: Provide Equitable access to all neighborhoods

**Leverage:** Close racial disparities in wages and provide equitable access by creating policies that encourage private commercial investments

- Percentage change in racial disparities in wages
- Percentage change in private businesses whose workforce reflects city demographics

**Equitable Access:** Close racial disparities in who lives in neighborhoods with high opportunity

- Percentage change in housing stock owned or rented that reflects city demographics
- Percentage change in discriminatory Fair Housing findings from SOCR testing